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ABSTRACT

In an effort to provide better manpower services to workers and employers in rural areas, the Farm Labor and Rural Manpower Service established new manpower service centers in 4 Michigan counties during 1970. The field staff provided referral services to over 1,000 migrant families and provided part-time personnel services during periods of peak loads in many counties in order to expedite supportive services. Over 20,000 emergency food stamp and surplus food certificates were issued to migrant families by the Department of Social Welfare. Although production of fruit crops and employment of seasonal agricultural workers declined during 1970, Farm Labor and Rural Manpower Service personnel made 65,418 referrals which resulted in 51,236 placements. The average earnings of hourly-rated workers increased, while the average earnings of piece-rated workers decreased. Participating in the final year of the Texas Migrant Experimental and Demonstration Project, the emphasis for 1970 was aimed at supplying job counseling, job training, and employment services needed to assist participating migrant families in facilitating their transition from seasonal farm employment to other careers which provide permanent employment and higher incomes. Twelve project families desired to quit the migrant stream in 1970 and settle in Michigan. A related document is ED 048 968. (JH)

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1970 FARM LABOR AND RURAL MANPOWER REPORT

STATE OF MICHIGAN
WILLIAM G. MILLIKEN, Governor

DEPARTMENT OF LABOR
MICHIGAN EMPLOYMENT SECURITY COMMISSION
COMMISSIONERS
FRANK C. PADZIESKI, Chairman
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I. ADMINISTRATION

A. ORGANIZATION AND OPERATIONAL PROBLEMS

Several changes in organizational structure were instituted in 1970. These innovations were influenced directly or indirectly by (1) greater emphasis on the implementation of compliance with the Secretary's Regulatory provisions covering interstate clearance for workers in agriculture and related industries; (2) Texas Migrant Experimental and Demonstration Project; (3) a much louder voice in the demand for manpower services by residents in rural counties not enjoying such services on a continuing basis at present and (4) suggested recommendations of the Governor's Migrant Task Force and Interagency Committee on Migrant Affairs.

As a result, recruitment of Bi-lingual (Spanish-English) Interviewers and Placement Representatives was greatly intensified and nine persons having the Bi-lingual as well as minimum qualifications considered necessary by the Civil Service Commission for interviewing and job placement activities were hired. However, some had other qualifications that allowed them to try for jobs with other agencies at a higher rate of pay and consequently they left our agency.

In order to make manpower services more readily available to residents in certain rural counties that are not presently enjoying such services on a continuing basis and because of the drop in the need for farm placement services in other areas, some field personnel had to be reassigned to man the new Rural Manpower Service Center in Baldwin (Lake County), Shelby (Oceana County) and White Cloud (Newaygo County). Since the one day a week itinerant service in Hastings for the Barry County residents did not prove to be feasible, it was dropped but plans are being considered to provide mannpower services on an everyday basis in 1971. Arrangements have been completed for needed specialized manpower services to be provided via scheduled appointments with the Technician located in the nearest Manpower Office having such services available.

Due to the greater emphasis on the implementation of the Secretary's Regulations and minimum standards for interstate clearance only about 12 percent of the job openings prescheduled in 1968 were put into clearance in 1970. The reduction in prescheduling activity appeared to be general throughout the northern user states. With reported net returns for fruit and vegetable growers showing a decline during the past three years, many were unable to procure loans from conventional sources to build, renovate, or maintain housing facilities that met the minimum standards per se. This factor was also apparent early in the year. In addition, it was anticipated that since the migrant workers were not provided other employment potential, they had no alternative but to follow the northern trek in search of work as they did in the past. The only difference was that they had no preseason work schedules and again were forced to wander aimlessly in search of work. This created a situation that made supportive services to aid needy migrant workers a more important factor than in the past and plans were directed to coordinate our total efforts with the agencies and organizations offering supportive services. Our concern proved to be well founded. Our field staff provided referral services to over 1,000 families and in addition provided part-time personnel services during periods of peak loads in many counties in order to expedite supportive services. It was reported that over 20,000 emergency food stamp and surplus food certificates were issued to migrant families by the Department of Social Welfare during the past year.

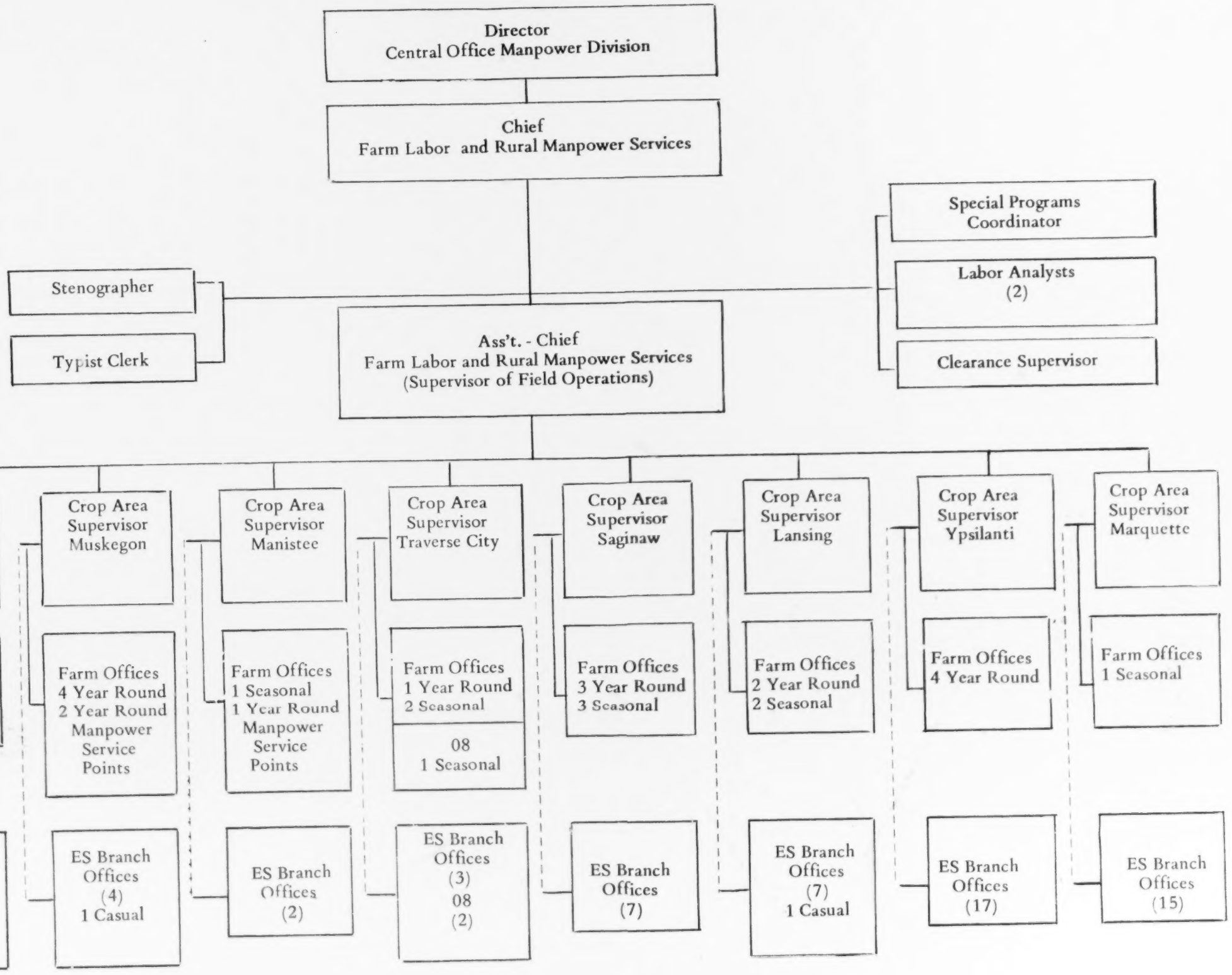
Because we had very few interstate clearance orders, there was very little need to visit employers after arrival of the workers (date of arrival unknown because we had no

record) to obtain verification of hire, determine the size of groups that the existing empty housing units could accomodate, and determine potential employment available based upon crop conditions at that time. Knowledge of these factors is very important in attempting to develop jobs for free-wheeling groups coming into our offices. Thus in providing job development service we had to make several employer visits with the family groups in tow before we were able to find a suitable place. The only thing in our favor was knowledge of employer locations which the mirgrant workers did not have. This lack of preseason scheduling information also created a similar problem for the Bi-lingual Field Representatives assigned to the Texas Migrant E & D Project in attempting to locate preselected family groups coming into Michigan.

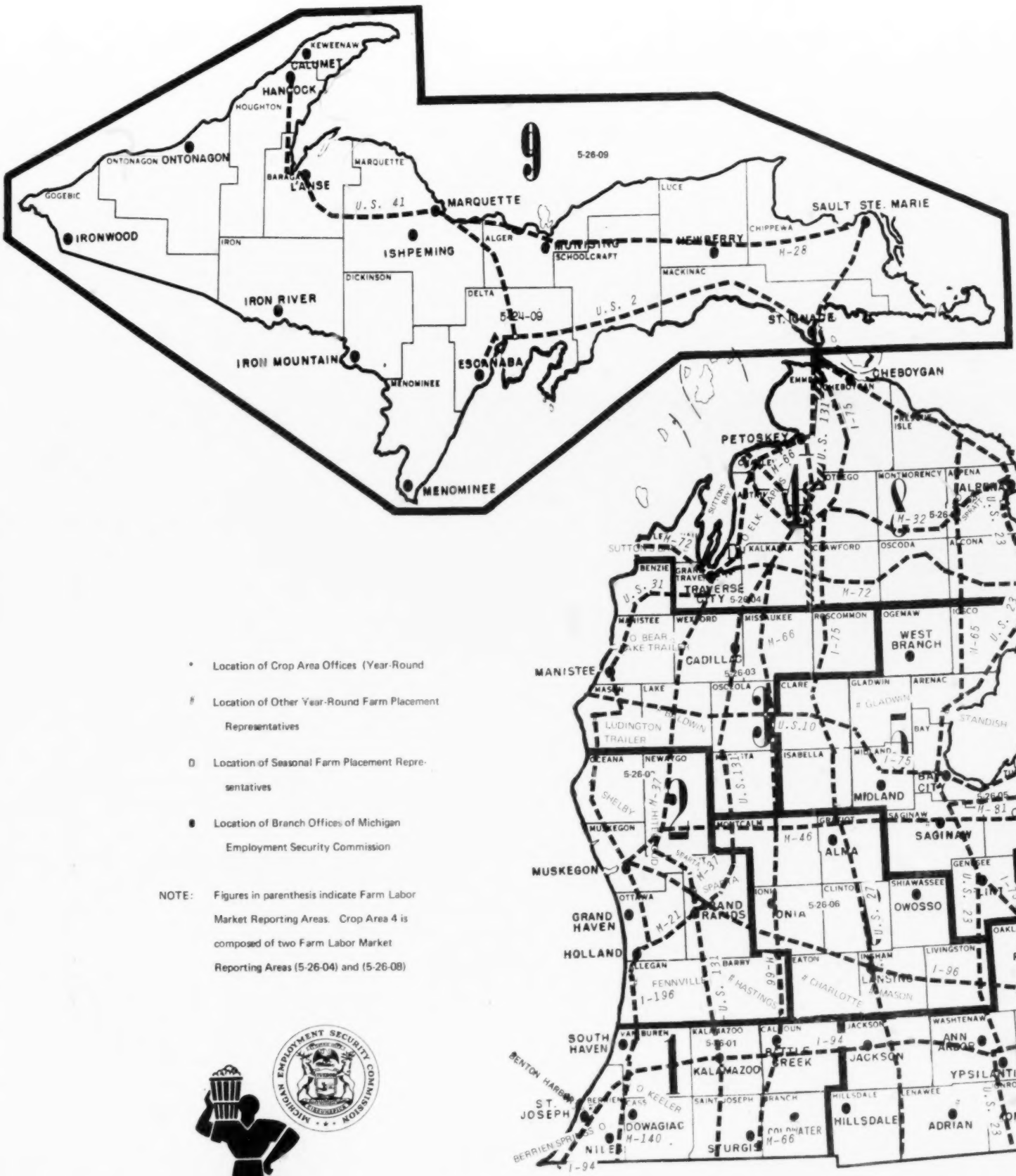
B. TRAINING

Personnel turnover continued to be a problem and necessitated intensified training in interviewing and placement techniques as well as becoming cognizant of the highly technical manpower services available and in recognizing the need for such services at the time of the applicant interview or employer visit. This training was given to 19 field staff personnel. However, it has been found that this training alone was not sufficient to permit the individual to perform at the desired rate of efficiency. It also required about six to seven months of practical experience and on-the-job training to attain the goal.

ORGANIZATION CHART


Director
Central Office Manpower Division
Chief
Farm Labor and Rural Manpower Services
Special Programs Coordinator
Labor Analysts (2)
Clearance Supervisor
Stenographer
Typist Clerk
Ass't. - Chief
Farm Labor and Rural Manpower Services
(Supervisor of Field Operations)
Crop Area Supervisor Benton Harbor
Farm Offices 3 Year Round 1 Seasonal
ES Branch Offices (6) 1 Casual
Crop Area Supervisor Muskegon
Farm Offices 4 Year Round 2 Year Round Manpower Service Points
ES Branch Offices (4) 1 Casual
Crop Area Supervisor Manistee
Farm Offices 1 Seasonal 1 Year Round Manpower Service Points
ES Branch Offices (2)
Crop Area Supervisor Traverse City
Farm Offices 1 Year Round 2 Seasonal
08 1 Seasonal
ES Branch Offices (3) 08 (2)
Crop Area Supervisor Saginaw
Farm Offices 3 Year Round 3 Seasonal
ES Branch Offices (7)
Crop Area Supervisor Lansing
Farm Offices 2 Year Round 2 Seasonal
ES Branch Offices (7) 1 Casual
Crop Area Supervisor Ypsilanti
Farm Offices 4 Year Round
ES Branch Offices (17)
Crop Area Supervisor Marquette
Farm Offices 1 Seasonal
ES Branch Offices (15)

RURAL AREA MANPOWER PROGRAM
REPORTING AREAS
AGRICULTURAL REPORTING AREAS



- • Location of Crop Area Offices (Year-Round
- # Location of Other Year-Round Farm Placement Representatives
- 0 Location of Seasonal Farm Placement Representatives
- ■ Location of Branch Offices of Michigan Employment Security Commission

NOTE: Figures in parenthesis indicate Farm Labor Market Reporting Areas. Crop Area 4 is composed of two Farm Labor Market Reporting Areas (5-26-04) and (5-26-08)

1970 LISTING OF FARM LABOR AND RURAL MANPOWER SERVICES IN MICHIGAN

CROP AREA SUPERVISOR OFFICES

St. Joseph, 4140 Scottdale Rd., 49085
Lansing, 3215 S. Pennsylvania Ave., 48910
Manistee, 312 River Street, 49660
Marquette, 104 Coles Drive, 49855
Muskegon, 2492 S. Henry St., 49441
Saginaw, 2114 N. Michigan Ave., 48602
Traverse City, 126 Boardman, 49684
Detroit, 7310 Woodward Avenue, 48202

YEAR-ROUND FARM LABOR REPRESENTATIVES

Adrian, 410 E. Maumee Street, 49221
Bay City, 228 S. Washington Ave., 48706
Berrien Springs, RFD No. 2, 49103
Detroit, 24444 W. Seven Mile Rd., 48219
Fennville, 212 E. Main Street, 49408
Holland, 228 N. River Avenue, 49423
Imlay City, 208 E. Third St., 48444
Ionia, 576 State Street, 48846
Monroe, 10 Winchester Street, 48161
Pontiac, 242 Oakland Avenue, 48058
South Haven, 505 Quaker Street, 49090
Sparta, 8221 Fruit Ridge Avenue, 49345

YEAR-ROUND RURAL MANPOWER SERVICE POINTS

Baldwin, 1090 Michigan Avenue, 49304
Ludington (Trailer) Rath at Loomis Sts., 49431
Shelby (Trailer) Route No. 2, Box 38, 49455
White Cloud, 311 Williams St., 49349

SEASONAL FARM LABOR REPRESENTATIVES

Alma, 302 W. Center Street, 48801
(April - October)
Bear Lake (Trailer) 49614
(May thru October)
Croswell, 13 Wells Street, 48422
(June thru November)
Elk Rapids (Trailer) 49629
(June thru September)
Hancock, 435 Hancock Street, 49930
(June thru September)
Jackson, 540 N. Jackson Street, 49201
(April thru August)
Keeler, Putney Building, 49057
(March thru October)
Owendale, 7303 Main Street, 48754
(June thru August)
Reed City, Court House, 49677
(June thru August)
Spratt, Rt. No. 2, Lachine 49753
(June thru August)
Standish, 103 S. Main, 48658
(April thru October)
Suttons Bay (Trailer) Rt. No. 2, 49682
(June thru September)

OTHER COMMISSION BRANCH OFFICES

Ann Arbor, 301 Maple Village, 48103
Bad Axe, 598 N. Port Crescent Street, 48413
Battle Creek, 171 W. Van Buren Street, 49016
Cadillac, 216 S. Mitchell Street, 49601
Calumet, 611 Oak Street, 49913
Cheboygan, 414 N. Water Street, 49721
Coldwater, 400 W. Chicago Street, 49036
Dearborn, 1185 Monroe Avenue, 48123
Dowagiac, 236 S. Front Street, 49047
Escanaba, 305 Ludington Street, 49829
Flint, 706 North Street, 48503
Grand Haven, 19 N. Seventh Street, 49417
Grand Rapids, 255 S. Division Street, 49502
Hillsdale, 30 S. Howell Street, 49242
Iron Mountain, 1219 S. Carpenter St., 49801
Iron River, 420 Third Street, 49935
Ironwood, 135 W. Aurora Street, 49938
Ishpeming, 213 E. Pearl Street, 49849
Kalamazoo, 143 Stockbridge Avenue, 49001
L'Anse, 120 Broad Street, 49946
Menominee, 432 Tenth Avenue, 49858
Midland, 2107 Bay City Road, 48640
Mt. Clemens, 37570 S. Gratiot, 48043
Munising, 225 E. Superior, 49862
Newberry, 102 E. John, 49868
Niles, 1927 Oak Street, 49120
Ontonagon, 540 River Street, 49953
Owosso, 203 S. Gould Street, 48867
Petoskey, 455 Bay Street, 49770
Plymouth, 987 S. Mill Street 48170
Port Huron, 330 Quay Street, 48060
Royal Oak, 737 S. Washington, 48067
St. Ignace, Ferry Dock No. 1, N. State St. 49781
Sault Ste. Marie, 1908 Ashmun St., 49784
Sturgis, 202 E. West Street, 49091
Wayne, 34530 Sims Street, 48184
West Branch, 2430 E. Houghton Ave., 48661
Wyandotte, 1234 Biddle Street, 48192
Ypsilanti, 120 E. Cross Street, 48197

II. HIGHLIGHTS OF THE 1970 SEASON

A. RURAL MANPOWER SERVICE PROGRAM

In an effort to provide better manpower services to people and employers in rural areas new manpower service centers were established in four counties.

At Ludington in Mason County the Smaller Communities Project completed their assignment and moved out in early January. To assure continuity of manpower services to the community the operation was absorbed into the Farm Labor and Rural Manpower Service. Application records and manpower records have since been transferred from the Manistee Branch Office to the Ludington location making it the Manpower Service Center for Mason County.

In mid-December, 1970, a similar operation began at Baldwin in Lake County at the Five-CAP Center. Staff is furnished from Ludington, 9:00 A.M. to 12:00 noon daily, Monday through Friday. Applicant records and manpower functions pertinent to Oceana County were transferred from the Muskegon Branch Office to the Hart-Shelby Farm Labor and Rural Manpower Service office making that the Manpower Service Center for Oceana County on a full-time basis in late fall.

A service center was also established in the basement of the County jail building at White Cloud (Newaygo County) on a half day basis, five days per week with staff from the Hart-Shelby operation. Applications and manpower records pertinent to the county have not been transferred from the Muskegon Branch Office since it is a relatively new operation.

In addition, all Farm Labor and Rural Manpower Service personnel and offices have been involved in non-agricultural manpower service activities to some extent during the year. The combined reports follow.

At one time or another during the year, 10,088 non-agricultural applicants were in the active applicant files. Farm Labor and Rural Manpower Service personnel made 1,648 non-agricultural employer visits and 1,740 telephone contacts. Visits were made to 25 non-agricultural employer establishments to provide specialized services in analyzing and resolving employment problems. During the year, 989 job openings were received, 564 of which were filled and 63 were cancelled. As a follow-up to training programs, 161 trainee follow-up visits were made to determine if they obtained jobs and/or how well the training had equipped them for their current employment. Twenty-two new communities were given assistance and/or information about training and other special programs in non-agricultural fields.

B. RECRUITMENT

In 1970 the number of clearance orders being placed with the Farm Labor and Rural Manpower Service continued to decrease. However the lack of clearance orders was not a deterrent to the seasonal agricultural labor supply. Many workers returned to the same employers where they have worked in past years, and the influx of free-wheelers was so great that it even created surpluses of workers in some areas. Consequently, these workers had to seek help from the Social Service agencies to augment their meager earnings while here and also to assist them in returning home.

The Michigan Farm Placement and Rural Manpower Service personnel prepared a total of 11,977 registrations in 1970, involving 44,714 persons of which 38,181 were

workers. In order to fill the 69,046 job openings which resulted from the 6,454 job orders obtained from Michigan growers, Farm Labor and Rural Manpower personnel made 65,418 referrals which resulted in 51,236 placements. Because of the labor surplus, many orders were filled by free-wheeling groups applying direct, many times even before a referral could be made. They made 10,496 visits to the 3,403 employers that were serviced in 1970. In addition, 19,477 contacts were made with various employers regarding related matters.

In attempts to fill job openings from local sources of labor they made personal contacts as follows: 303 with newspapers, 128 with radio stations, 203 with high schools. This effort resulted, among other things, in the placement of 3,410 local youths one or more times during the 1970 season.

C. TEXAS MIGRANT E & D PROJECT

The Farm Labor and Rural Manpower Service continued its cooperation with its counterpart agencies in nine other states in the final year of the Texas Migrant Experimental and Demonstration Project. This year the emphasis was aimed at supplying job counseling, job training, and employment services needed to assist the participating migrant families in facilitating their transition from working as migrant farm laborers to other careers which provided permanent employment and higher incomes. In-depth interviews were conducted by one of six bi-lingual Farm Placement Specialists with each family member 15 years of age and older in an attempt to set up a long-range employability plan to be used in assisting the family in its transition. The employability plan covered the ultimate goals, aspirations and methods for their attainment or established the needs for more intensified services such as further interviewing, testing, counseling, educational courses, vocational training, employment and financial aid in addition to assistance in settling out in an area where the family wished to relocate.

Related needs of the families such as housing, health, food, transportation, etc. were considered and assistance in obtaining them from other public and private service agencies when the families were unable to meet these needs themselves were a part of the total counseling process.

135 migrant families from the lower Rio Grande Valley who were planning to perform farm work in Michigan during the year were contacted by the Texas Employment Security Commission and selected to participate in the program in Michigan. The names of the families and when they were expected to arrive in Michigan and name and location of employer were forwarded to the nearest bi-lingual Farm Placement Specialists working on the project. The specialists were able to contact 85 of the preselected families and brought an additional 44 Spanish-American migrant families into the project for a total of 129.

Only 12 project families indicated a desire to quit the migrant stream this year and to "settle" in Michigan. A large number of families indicated that they would like to quit the migrant stream and "settle-out" in Texas where they had community, financial, and family ties. Some stated that they felt there was a hostile social attitude towards migrants who tried to "settle-out" in Michigan by the residents in some communities because of the feeling that additional financial burden would be placed on such communities for needed social services.

The limited success of the program disclosed innumerable problems facing families who

wish to "settle-out" of the migrant stream and that programs of more encompassing scale will have to be implemented if the goals of enabling people to "settle-out" of the migrant stream are to be met.

III. WAGES AND EARNINGS

In compliance with the regulations of the United States Secretary of Labor governing assistance in interstate clearance recruitment, wage surveys were conducted when administratively possible. Prevailing wage findings were made for crop activities in which a significant percentage of farm workers were recruited outside of the state through the assistance of the Employment Service. Wage surveys were also conducted in crop activities with a history of wage fluctuations, and in those activities which preliminary research indicated that the wage structure had changed significantly since the previous survey was conducted. However, findings were not made when valid samples could not be obtained.

Farm Labor and Rural Manpower personnel conducted 23 crop area wage surveys and one statewide survey during the 1970 season. These surveys resulted in 24 wage area and one statewide wage findings which encompassed 14 wage finding classes in 13 different crop activities. Fifteen of the wage findings were in fruit crops, while eight were in vegetable crops and two in miscellaneous activities.

A total of 61,600 workers were employed in the activities surveyed in 1970, of which 30 percent (18,200) were instate workers and 70 percent (43,400) were interstate workers. In meeting sampling requirements records covering 19,895 workers were surveyed. This amounted to 32.3 percent of the total number of seasonal workers employed in the activities surveyed during the 1970 season. Workers from instate sources accounted for 33 percent (6,569 workers) of the total sample while interstate sources totaled 13,326 (67 percent) workers. Vegetable harvest and cultivation employed 6,245 workers or 31.4 percent of the total sample while fruit cultivation and harvest activities employed 13,092 workers or 65.8 percent, and 558 workers or 2.8 percent were employed in miscellaneous activities.

The samples covered 687 employers of which 276 (40 percent) grew vegetable crops, 365 (53 percent) grew fruit crops, and 46 (7 percent) were engaged in other activities. These employers comprised 14.2 percent of the total number of employers hiring workers during the survey period in these activities.

TABLE A. A comparison of the total number of workers, in the universe, which were employed in the activities surveyed in 1969 and 1970:

Workers	1969	Percent	1970	Percent
Instate	22,751	24.0	18,167	29.5
Interstate	72,391	76.0	43,468	70.5
Total	95,142	100.0	61,635	100.0

TABLE B. A comparison of the total number of workers in the sample, which are employed in the activities surveyed in 1969 and 1970:

Workers	1969	Percent	1970	Percent
Instate	5,720	22.0	6,569	33.0
Interstate	20,496	78.0	13,326	67.0
Total	26,216	100.0	19,895	100.0

TABLE C. A comparison of the 1964-1970 weighted average hourly earnings of piece and hourly rated workers is presented below:

Method of Payment	1964	1965	1966	1967	1968	1969	1970
Piece Rates	$1.042	$1.082	$1.333	$1.441	$1.656	$1.680	$1.652
Hourly Rates	1.013	1.183	1.297	1.301	1.422	1.351	1.489
Combined Piece & Hourly Rates	1.041	1.100	1.322	1.409	1.597	1.615	1.621

Comparison of the 1969 and 1970 wage surveys and findings disclosed the following data:

Due to the selectivity of the data used in the wage surveys, caution must be exercised in the interpretation of the statistics derived from the wage surveys, especially when these statistics are compared with those of previous years. Many factors are involved such as type of activities surveyed, crop wage areas surveyed, characteristics of the unit of payment used in the activities surveyed, and the influence of adverse weather effects on the rates. Furthermore, the increase in the Michigan minimum hourly rate, $1.45 per hour, became effective midway through the harvest season (July 1, 1970) for hourly rated workers, while comparable piecework rates did not become effective until September 21, 1970, by which time most seasonal crop activities were completed. This resulted in raising the wage floor for hourly rated workers approximately two months before that for piecework rated workers, thereby affecting the average hourly earnings and limiting any comparisons or analysis of the total wage survey data in regard to the average hourly earnings of seasonal workers.

Eight of the wage finding classes surveyed in 1969 in different crop areas were resurveyed in 1970. Seventeen prevailing wage findings were made for seven crop activities. Only four of the prevailing wage findings differed from the previous year. Twelve percent (two) of the findings showed an increase in prevailing wage rate over 1969, as compared with forty-one percent (nine) for the 1968-1969 seasons; twelve percent (two) showed a decrease as compared with nineteen percent (six) in 1968-1969; while seventy-six percent (thirteen) remained unchanged as compared with fifty percent in 1968-1969 seasons. It should be noted also that the two prevailing wage findings which had higher rates in 1970 were hourly rates with harvest dates occurring after the enactment of the new minimum wage rate and were thereby affected by it.

The average hourly earnings of hourly rated workers in 1970 showed a 13.8 cents per hour increase over that of 1969. This increase was greatly influenced by the higher minimum wage rate for the state in 1970. It did not, however, influence the earnings of piece rated workers whose average hourly earnings decreased by 2.8 cents an hour from $1.680 in 1969 to $1.652 per hour in 1970. This decrease was largely influenced by a large labor surplus coupled with low market price. The combined average hourly earn-

ings of piecework and hourly rated workers in 1970 was approximately the same as in 1969.

Analysis of data in Tables "A" and "B" indicated that there was a slight decrease in the number of interstate workers sampled and a corresponding increase in instate workers. A fuller discussion will be found under the Employment and Operations section of the report.

MICHIGAN STATE MINIMUM PIECEWORK RATES*

Minimum piece rates were established by the Wage Deviation Board of the Michigan Department of Labor for vegetable and fruit harvest in compliance with Section 14 of Act 154 of the Public Acts of 1964. A list of these rates follows. Any known instance where an employer is offering less or different basic rate than the rate established by the Wage Deviation Board is being reported to the Wage and Hour Division, Bureau of Safety and Regulation, Michigan Department of Labor, for investigation and determination. However, the established rate may be reduced in some cases up to a maximum of 16 percent for housing being provided to the workers, if such facilities are licensed under Act 289 of the Public Acts of 1965.

Vegetable Crop Harvest	Unit	Rate Effective Sept. 21, 1970	Rate Effective July 1, 1971
Asparagus	Pound	4.5¢	5.0¢
Beans (Snap)	Bushel	$1.29	$1.42
Cucumber (Pickles)	Pound	1.9¢	2.0¢
Greens	25 Pound Crate	26.8¢	29.5¢
Lettuce, Head	24 Head Crate	7.9¢	8.7¢
Onions, Dry (Yellow)	5 Peck Crate	11.3¢	12.0¢
Onions, Dry (White)	5 Peck Crate	19.0¢	21.0¢
Onions, Green	Bunch (8-9 Onions per bunch)	2.9¢	3.2¢
Peppers, "Cherry"	Bushel	93.5¢	$1.029
Peppers, "Long Green"	Bushel	25.3¢	27.8¢
Potatoes	Bushel	8.5¢	9.4¢
Radishes	Dozen bunches (18-20 radishes per bunch)	24.1¢	26.5¢
Tomatoes, Fresh	5/8 Bu. Hamper	21.3¢	23.4¢
Tomatoes, Process	5/8 Bu. Hamper	15.4¢	16.9¢

Fruit Crop Harvest	Unit	Rate Effective Sept. 21, 1970	Rate Effective July 1, 1971
Apples	Bushel (Stripping Rate)	16.8¢	18.5¢
Apples, Crab	Bushel (Stripping Rate)	58.0¢	64.0¢

Fruit Crop Harvest	Unit	Rate Effective Sept. 21, 1970	Rate Effective July 1, 1971
Blackberries	Quart	16.0 ¢	18.0 ¢
Blueberries, Hand Picked	Pound	9.0 ¢	9.5 ¢
Blueberries, Hand Vibrator Assisted	Pound	2.3 ¢	2.5 ¢
Cherries, Tart	27 Pound Lug	81.0 ¢	89.0 ¢
Cherries, Sweet	24 Pound Lug	89.0 ¢	98.0 ¢
Grapes, Concord & Niagara	Pound	0.89 ¢	0.98 ¢
Grapes, Delaware	Pound	1.14 ¢	1.25 ¢
Peaches, Process	Bushel	18.9 ¢	20.8 ¢
Pears	Bushel	26.0 ¢	28.6 ¢
Plums (Blue Damson, etc.)	Bushel	$1.16	$1.28
Prunes (Italian, Stanley, etc.)	Bushel	45.7 ¢	50.3 ¢
Raspberries, Black	Quart	16.0 ¢	18.0 ¢
Raspberries, Red	Quart	23.0 ¢	25.0 ¢
Strawberries, Fresh	Quart	9.0 ¢	9.5 ¢
Strawberries, Process	Pound	6.5 ¢	6.8 ¢

Strawberry Plants Harvest	Unit	Rate Effective Sept. 21, 1970	Rate Effective July 1, 1971
Strawberries, Plants (Machine Assisted)	Thousand	$3.00	$3.15
Strawberries (Non-Mechanically Assisted Operation)	Thousand	$4.00	$4.20

TABLE OF PREVAILING WAGE RATES PUBLISHED IN 1970

Area, Activity and Wage Finding Class	1970 Prevailing Wage Rate	Weighted Average Hourly Earnings in 1970
STATEWIDE		
Statewide Pickle Harvest (Hand Pick)	$1.45 per hour	
BENTON HARBOR CROP AREA (5-26-01)		
Apple Harvest (Regular Pick)	30¢ per 48-lb. bushel	$2.27
Cherry Harvest (Hand Pick Tart Cherries)	80¢ per 27-lb. lug	$1.17
Nursery Work (Plant, Propagate, and Cultivate)	$1.50 per hour	-
Peach Harvest (Pick for the Fresh Market)	$1.45 per hour	-
Strawberry Harvest (Pick for the Fresh Market)	72¢ per 8-quarts	$1.47
Tomato Harvest (Pick for Process with Stems)	15¢ per 5/8 bushel hamper	$2.21

Area, Activity and Wage Finding Class	1970 Prevailing Wage Rate	Weighted Average Hourly Earnings in 1970
MUSKEGON CROP AREA (5-26-02)		
Apple Harvest (Regular Pick)	25¢ + 5¢ bonus per 48-lb. bu.	$2.34
Asparagus Harvest (Walk and Snap)	$1.25 per hour -or 4¢ per lb.	$1.74
Blueberry Harvest (Hand Pick)	50¢ per 5.5-lb. pail or 9¢ per lb.	$1.23
Pickle Cultivation (Hoe and Train Vines)	$1.40 per hour	
MANISTEE CROP AREA (5-26-03)		
Apple Harvest (Hand Pick)	25¢ per 48-lb. bushel	$1.85
Christmas Tree Harvest	$2.00 per hour	-
Strawberry Harvest (Pick for the Fresh Market)	9¢ per quart	$1.49
(Pick for Processing)	6.5¢ per pound	$1.70
TRAVERSE CITY CROP AREA (5-26-04)		
Apple Harvest (Regular Pick)	30¢ per 48-lb. bushel	$2.26
Strawberry Harvest (Pick for Processing)	78¢ per 12-lb. pail	$1.45
SAGINAW CROP AREA (5-26-05)		
Apple Harvest (Regular Pick)	30¢ per 48-lb. bushel	$1.83
Row Crop Cultivation (Hoe & Weed)	$1.45 per hour	-
LANSING CROP AREA (5-26-06)		
Apple Harvest (Regular Pick)	30¢ per 48-lb. bushel	$2.88
Row Crop Cultivation (Hoe & Weed)	$1.40 per hour	-
YPSILANTI CROP AREA (5-26-07)		
Apple Harvest (Regular Pick)	30¢ + 5¢ bonus per 48-lb. bu.	$3.26
Tomato Harvest (Hand Pick for Process with Stems)	16¢ per 5/8 bushel hamper	$2.18
Truck Crop (Hand Harvest)	$1.50 per hour	-
ALPENA CROP AREA (5-26-08)		
Strawberry Harvest (Pick for the Fresh Market)	72¢ per 8-quart carrier	$1.60

** Due to the change in the Michigan State minimum piece work rates, the above prevailing wage rates may not be applicable to clearance orders for interstate workers.*

IV. MAJOR CROPS

This section gives a breakdown of seasonal employment by date and sources of workers (local, intrastate, and interstate) for 1970 in those crop activities in which a relatively large number of seasonal workers were employed. The crops related to these activities are not necessarily Michigan's most productive crops or largest revenue producing crops.

Under each listed activity is given an estimate of the wages earned by seasonal workers. These are only estimates and are shown so that some idea may be gained of the relative importance of different crop activities with one another in terms of wages.

Michigan vegetable growers generally experienced a good production year, although cold, wet weather early in April delayed the starting of field work. In general, vegetables matured adequately and timely.

Production of the seven major fruit crops in Michigan for 1970 was reported to have been approximately 599,500 tons, two percent below 1969. In addition, harvest of 4,500 tons of mature fruit was abandoned for economic reasons. Freezing temperatures on May 5th and May 6th, and poor pollinating weather had adverse effects on the potential fruit crop in 1970. High winds during cherry harvest in the northwestern counties also caused much damage.

The employment of seasonal agricultural workers, in 1970, continued to decline at a rate greater than in each of the last several years. The causes for the decline were multifactored. Foremost among these was the increased cost of labor including cost of fringe benefits such as housing, and the low market price for many crops. The above factors were instrumental in forcing growers to either sell out, switch to low labor user crop or mechanize farm operations, all of which result in the reduction in the need for labor.

Crop activities in Michigan are listed below in chronological order according to period of seasonal employment for the year 1970.

Major Crop and/or Activity	Period of Employment - 1970
Nursery and Sod Activities	March 1 - December 1
Vegetable & Truck Crop Cultivation & Harvest	April 15 - November 15
Christmas Tree Activities	April 16 - December 15
Asparagus Harvest	April 16 - July 5
Sugar Beet Cultivation	May 16 - August 15
Strawberry Harvest	June 1 - July 20
Pickle Hoeing and Harvest	June 1 - September 15
Cherry Harvest	June 16 - August 1
Raspberry Harvest	June 25 - August 31
Blueberry Harvest	July 1 - October 15
Tomato Harvest	July 16 - October 15
Potato Harvest	July 1 - November 15
Peach Harvest	July 16 - September 30
Plum Harvest	July 16 - September 30
Apple Harvest	July 25 - November 30
Pear Harvest	August 1 - October 31
Grape Harvest	September 10 - October 31

Semi-monthly estimates of seasonal employment in table form are included under each crop activity listed below. The information for major crops on production, acreages, average yield per acre, and value of crops was obtained from reports issued by the United States Department of Agriculture and the Michigan Department of Agriculture. Data on employment and crop conditions was gathered from surveys by field personnel and from basic area data reports.

A. **APPLES:** Michigan's production of 750.0 million pounds (17,857 thousand bushels) of apples in 1970 was the second largest on record. It represents an increase of 36 percent over the 1968 crop and four percent over 1969. Michigan, the leading producer in the central states, ranked third nationally, accounting for 11.6 percent of all the nation's commercial apple production. Jonathan, McIntosh, Delicious (Red) and Northern Spy varieties accounted for 73 percent of the total apple crop in the state, with Jonathan being the leading variety. Michigan apple growers produced 97.7 percent of the nation's McIntosh, 70 percent of the Northern Spy and 46.6 percent of the nation's Jonathans. Despite the above accomplishments, many of Michigan's apple growers were the victims of a price-cost squeeze. A nation wide bumper apple crop in 1969 and 1970 contributed to a law market price that was below production cost in many instances.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 31	430	90	50	290
August 15	740	285	-	455
August 31	1,540	385	45	1,110
September 15	3,950	1,115	190	2,645
September 30	11,250	4,320	185	6,745
October 15	11,015	4,310	365	6,340
October 31	5,730	1,880	250	3,600
November 15	560	355	10	195

The peak employment in apple harvest occurred two weeks earlier than in 1969. An estimated 424 more workers were employed during this year's peak. A major difference from the employment picture of last year was the number of local versus the non-local workers. Local employment during peak increased nine percent, while non-local employment decreased thirteen percent from 1969. Over $2,975,000 were paid in wages to seasonal workers engaged in apple harvest during the 1970 season.

B. **ASPARAGUS:** The 1970 asparagus production for both fresh market and processing in Michigan was approximately 9,600 tons, 7.7 percent less than 1969 but 11.6 percent higher than 1968. A drop in the yield per acre offset the gains from 6.5 percent increase in the acreage harvested. A total of 8,900 tons were utilized for processing while the remaining 700 tons went to fresh market outlets. The value of the crop to Michigan growers was reported to be $4,032,000.00 a decrease of $457,000.00 from 1969. Michigan was the nation's third leading producer of late spring asparagus (up from fourth position in 1969), producing approximately 13 percent of the nation's late spring asparagus.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
April 30	110	60	-	50
May 15	2,350	1,060	80	1,210
May 31	2,360	1,115	75	1,170
June 15	1,700	750	-	950
June 30	200	75	-	125

The peak employment of 2,360 workers in 1970 was approximately the same as in 1969. The proportion of local to non-local workers remained approximately the same as last year. The harvest season started two weeks earlier and was four weeks longer than that of 1969. More than $455,000 were paid in wages to seasonal labor engaged in asparagus harvest activities.

C. **BLUEBERRIES**: Michigan production of 23,241,379 pounds of blueberries was the smallest crop produced in the last three years. 10,935,360 pounds went for processing, a decrease of 45 percent from 1969, while 12,306,019 pounds were delivered to fresh market outlets.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	1,530	630	-	900
July 31	4,740	3,080	250	1,410
August 15	5,245	3,410	200	1,635
August 31	2,925	1,815	225	885
September 15	855	495	100	260
September 30	150	150	-	-
October 15	100	100	-	-

The estimated peak employment of 5,245 workers in blueberry harvest in 1970 was slightly higher than the 1969 peak, but 51 percent less than the 1968 peak employment of 10,730 workers. Extensive use of mechanical aids and harvesters account for most of the decrease in the demand for labor. There was a slight increase in the use of local and intrastate labor and a comparable decrease in the use of interstate labor compared to 1969. Nearly $700,000 were paid to seasonal workers to harvest the 1970 blueberry crop.

D. **CHERRIES**: Cool wet weather during full bloom retarded bee activity and resulted in poor pollination of sweet cherry orchards in the northwestern part of the state. The sweet cherry crop of 20,000 tons was seven percent less than 1969's and nine percent less than 1968's. Hard winds coupled with high temperatures during the harvest season in the northwest area reduced the tart cherry crop to 80,000 tons, 25 percent less than the 1969 production of 106,000 tons. Many farmers, who had initially planned to harvest their orchards mechanically, so as to be able to reduce their production costs in light of the low market prices they were receiving, finally had to resort to hand harvesting their crop because of the wind damage requiring sorting. Michigan ranked first in tart cherry production among all states, producing approximately two-thirds of the nation's total crop but slipped to fourth in the production of sweet cherries.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
June 30	3,510	700	200	2,610
July 15	23,240	3,630	1,905	17,705
July 31	18,350	1,825	1,065	15,460

The cherry harvest employed 23,240 seasonal workers at peak in 1970, slightly less than employed during the previous year's peak. The trend toward the increasing availability and use of local labor was also evident this year. Some$3,350,000 were earned in wages by cherry harvest workers during the 1970 harvest season in Michigan.

E. CHRISTMAS TREES: Over five million Christmas trees were harvested in Michigan this year. Three million of these trees were harvested in a fourteen-county region in northwestern Michigan. Trees were shipped to markets throughout the midwest and as far as California and Florida. Most of the trees were shipped by truck, yet a considerable number were also shipped via rail.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
April 30	45	45	-	-
May 15	50	50	-	-
May 31	25	25	-	-
June 15	490	455	5	30
June 30	1,610	1,330	20	260
July 15	1,510	1,310	10	190
July 31	475	405	-	70
August 15	175	130	-	45
August 31	120	110	-	10
September 15	110	75	-	35
September 30	200	175	-	25
October 15	520	365	-	145
October 31	1,115	895	20	200
Nobember 15	980	790	20	170

Fewer workers were required to cultivate Christmas trees in 1970, while more workers were needed for harvest activities. Peak employment in cultivation reached a maximum of 1,610 workers--84 percent of the 1969 peak, while the peak in harvest activities slightly increased to 1,115 workers in 1970. An estimated $800,000 were paid in wages to workers employed in Christmas tree activities.

F. GRAPES: The State's grape production for 1970 was 60,000 tons, a 50 percent increase from the previous year and the largest crop since 1965. Michigan ranked third among all states in production of grapes in 1970 (Up from fifth position in 1969). It is estimated that 70 percent of the 1970 crop was mechanically harvested.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
September 15	150	125	-	25
September 30	1,650	795	35	820
October 15	450	350	-	100
October 31	50	50	-	-

Although the peak employment of 1,650 workers in grape harvest was 34 percent larger than that of 1969, the total man-hours for the season was considerably less. A situation precipitated by the large use of mechanical harvesting techniques. This can be readily seen, in that the reported employment during the October 1-15 period in 1970 was 63 percent less than that reported for the same period in 1969.Only a few workers are ordinarily employed in the remaining two periods. Michigan grape growers paid an estimated $110,000 to workers to harvest the 1970 crop.

G. NURSERY AND SOD: Michigan's nursery industry utilized 15,642 acres for the propagation of the various nursery stocks during the 1969-70 season. Decreased acreages were noted in every classification of nursery stocks except perennials and native trees and plants which increased from 5,046 acres to 5,534 acres.

A depressed construction industry halted the phenomenal growth that sod farming has experienced during the last four years and resulted in a sod harvest of 24,000 acres, the same as 1969. Furthermore, it is anticipated that the effects will project into the 1971 season. These effects will be manifested mostly in the price of first class sod rather than the quantity of sod to be harvested.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
April 15	1,325	1,010	65	250
April 30	1,680	1,315	65	300
May 15	2,510	2,045	65	400
May 31	2,545	2,080	85	380
June 15	2,770	2,185	60	525
June 30	2,890	2,305	60	525
July 15	2,735	2,155	60	520
July 31	2,505	1,990	50	465
August 15	2,575	2,045	50	480
August 31	2,445	1,965	25	455
September 15	2,275	1,815	25	435
September 30	2,100	1,850	-	250
October 15	1,890	1,625	-	265
October 31	1,530	1,390	10	130
November 15	1,180	1,075	-	105

The nursery and sod industry employed more workers in 1970 than in 1969. Peak employment reached 2,890 workers during June 16-30. Over $1,900,000 were paid by the nursery and sod industry to its workers in 1970.

H. **PEACHES:** Michigan's 1970 production of 75 million pounds of peaches was 22.7 percent less than the previous year but more than twice the 1968 production. Generally, good size and quality in addition to a good market price helped offset the effects of the lower production.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 31	715	140	-	575
August 15	1,450	470	110	870
August 31	2,045	710	125	1,210
September 15	1,520	735	55	730
September 30	455	230	25	200

A gain in the number of seasonal workers employed in peach harvest during the peak period of employment amounted to 17.5 percent from 1969 to 1970. An increase in the number of local and intrastate workers accounted for the gain. A good market price for peaches and a surplus of labor prompted growers to harvest the entire crop in 1970. This was in contrast to 1969 when 20 million pounds were left unharvested. Roughly $310,000 were paid to seasonal labor to harvest peaches this season.

I. **PEARS:** Michigan pear production, 17,000 tons, was 26 percent below the 1969 crop of 23,000 tons but 55 percent above the record low crop of 1968. Michigan ranked fourth among all states in pear production in 1970 and harvested 3.5 percent of the nation's total production.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
August 15	355	65	-	270
August 31	1,040	315	-	725
September 15	650	215	25	410
September 30	315	135	-	180
October 15	135	90	-	45
October 31	100	75	-	25

Pear harvest activities provided employment for 1,040 workers at its peak this year, a decrease of 200 workers from the 1969 peak period. The lower employment in non-local workers accounted for most of the decrease. Roughly $70,000 were paid to seasonal workers to harvest pears this season.

J. **PICKLING CUCUMBERS (Pickles)**: Michigan produced 103,950 tons of pickles in 1970 and continues to rank first in the nation in the production of pickles. This year's crop was 12 percent greater than that of 1968 and 20 percent greater than 1969. A ten percent increase in acreage, from 21,100 acres to 23,200 acres, coupled with a 9.3 percent increase in the yield per acre accounted for the increased production. Michigan pickle producers grossed approximately 10,353,000 dollars in 1970 compared to 8,650,000 dollars in 1969 and 9,208,000 dollars in 1968. Michigan's share of the total U.S. production, at 17.7 percent, is slightly up from last year.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
CULTIVATION				
June 15	345	105	-	240
June 30	1,140	115	-	1,025
July 15	1,425	130	-	1,295
July 31	70	15	-	55
HARVEST				
July 31	7,405	1,010	25	6,370
August 15	9,220	1,535	110	7,575
August 31	4,115	800	20	3,295
September 15	215	40	20	155

An estimated 1,425 workers were employed in cultivating pickle fields during the peak period of employment (July 1-15). This amounts to a 30 percent decrease from the same period in 1969. Approximately 9,200 workers were employed for harvest work during the 1970 peak (August 1-15), as compared to 12,572 workers during the 1969 peak period of employment. Generally, fewer workers were employed in the cultivation and harvest of pickles than in 1969. As estimated $140,000 were paid to seasonal workers to cultivate pickle fields, and about $2,100,000 were paid to workers for harvest work.

K. **PLUMS**: Michigan's plum production in 1970 totaled 10,000 tons--4,500 tons less than harvested in 1969 and 3,000 tons less than the 1968 crop. Despite the decrease in total production, Michigan regained its pre 1969 national ranking as the third leading producer of plums and prunes. Approximately half (5,000 tons) went for fresh market

sales, while 4,800 tons were processed and 200 tons went for home use. In contrast to last year when 1,500 tons were abandoned, the entire 1970 crop was utilized.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 31	75	25	-	50
August 15	155	15	-	140
August 31	150	25	-	125
September 15	1,145	400	25	720
September 30	655	315	25	315

Peak employment of seasonal labor in plum harvest occurred during September 1-15. This represents a slight decrease from that of 1969. Wages paid to seasonal labor this year to pick plums amounted to $50,000.

L. **POTATOES**: The total production of 9,834,000 hundredweight of Irish potatoes was twelve percent larger than the 1969 crop and sixteen percent greater than 1968's. The bulk of the increase was in fall potatoes where a record high yield and a slight increase in acres harvested combined to produce 7,566,000 hundredweight of potatoes in 1970. This represents a twelve percent increase over the previous year and a sixteen percent increase over 1968. The weather was generally favorable except at harvest time and resulted in a yield of 260 hundredweight that exceeded the previous record (of 1969) by 25 hundredweight. A slight decrease in late summer potato acreage was more than offset by a ten percent increase in the yield from 190 hundredweight in 1969 to 210 hundredweight per acre in 1970. Total production of late summer potatoes in 1970 was 2,268,000 hundredweight, 10.5 percent greater than the 1969 production and seventeen percent greater than in 1968.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	55	55	-	-
July 31	460	425	-	35
August 15	765	670	-	95
August 31	605	480	-	125
September 15	1,250	1,070	-	180
September 30	1,660	1,460	-	200
October 15	1,850	1,570	-	280
October 31	480	390	-	90
November 15	215	160	-	55

There was a decrease in the total labor force hired by Michigan potato growers to harvest their crops in 1970. This was accompanied with a corresponding decrease in the estimated peak employment from 2,125 workers in 1969 to 1,850 workers in 1970. A large part of the local hand labor was utilized to harvest Upper Peninsula potatoes where terrain makes it unfeasible to mechanize harvest operations. Approximately $400,000 were paid to labor involved in the state's potato harvest.

M. **RASPBERRIES**: Michigan's 1970 raspberry production was considerably less than the 1969 crop. A total of 1,584,587 pounds of black respberries and 48,780 pounds of red respberries went for processing. This represents less than half (46 percent) the quantity processed in 1969. Fresh market black and red raspberry production was also down in comparison to 1969.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
June 30	1,925	400	150	1,375
July 15	1,725	605	50	1,070
July 31	230	140	-	90
August 15	50	50	-	-
August 31	30	30	-	-

A substantial decrease in the estimated peak employment was reported in 1970. The employed labor force for that period declined from 3,050 workers in 1969 to 1,925 seasonal workers in 1970. Wages paid to seasonal labor in this crop totaled nearly $100,000.

N. **STRAWBERRIES:** Due to extremely hot weather, the strawberry harvest was terminated with some acreage yet to be harvested. A slight drop in the harvested acreage combined with a drop in the yield, from 53 hundredweight in 1969 to 41 hundredweight in 1970, resulted in a 24 percent drop in strawberry production. Michigan's growers received 5,096,000 dollars for 254,000 hundredweight of strawberries in 1970. Fresh market strawberries accounted for 150,000 hundredweight (59 percent) of the total output compared to 184,000 hundredweight (55 percent) in 1969. A further drop in the market value of fresh market strawberries reduced the gross income to 3,390,000 dollars, 22 percent less than grossed in 1969. Processing strawberries accounted for 41 percent of the total production as compared to 45 percent in 1969. An eleven percent drop in the market price of processed strawberries reduced the gross income ($1,706,000) to 62 percent of the 1969 income.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
June 15	18,105	3,485	350	14,270
June 30	10,705	2,810	620	7,275
July 15	1,690	1,690	-	-

A considerable decline in the number of workers employed to harvest strawberries was reported in 1970. Approximately the same number of workers was reported for the June 1-15 period, but the labor force employed during the June 16-30 period dropped from 22,105 in 1969 to 10,705 workers and only 1,690 workers were reported for the July 1-15 period compared to 8,045 workers in 1969. An estimated $1,010,000 were paid in wages to seasonal workers for strawberry harvest activities.

O. **SUGAR BEETS:** Michigan sugar beet growers harvested 1,729,000 tons of sugar beets in 1970, an 11.5 percent increase over 1969. An increase in the yield per acre, from 16.2 tons to 19.0 tons, more than offset a ten percent decrease in the acreage. Michigan ranked fourth nationally in the production of sugar beets during 1970 (up from seventh position in 1969), producing approximately seven percent of the nation's sugar beets.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
May 31	950	100	-	850
June 15	1,705	315	-	1,390
June 30	1,945	355	-	1,590
July 15	1,250	220	-	1,030
July 31	380	75	-	305
August 15	225	100	-	125

The number of workers employed to cultivate Michigan's sugar beet fields continued to decline in 1970. Peak employment reached a low of 1,945 workers; a 50 percent drop from the 1969 peak of 3,916 workers and a 61 percent drop from the 1968 peak period of employment. The reduction in the number of non-local workers hired accounted for the total difference. Seasonal workers employed in sugar beet cultivation earned some $450,000 in wages during 1970.

P. **TOMATOES**: Michigan tomato growers harvested 33 percent less acreage for processing in 1970 as compared to 1969 and 47 percent less than 1968. The reduction in acreage was largely offset by a forty percent increase in the yield per acre, from 11.9 tons to 16.71 tons. The total production of 55,150 tons of tomatoes for processing was slightly less than last year and had a market value of 2,035,000 dollars. Acreage, yield, and production of fresh market tomatoes was approximately the same as last year. The fresh market tomato harvest of 473,000 hundredweight was worth 6,149,000 dollars to Michigan growers, twenty percent more than 1969 and 66 percent more than 1968.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 31	600	95	-	505
August 15	1,625	325	-	1,300
August 31	3,095	685	70	2,340
September 15	3,225	1,035	10	2,180
September 30	880	415	-	465
October 15	25	-	-	25

Tomatoes were another crop where a change in hiring practices became evident in 1970. Despite a specific decrease in the peak employment and in total labor force utilized in this crop activity, the number of local workers increased or remained the same for most of the harvest season while the number of non-local workers decreased. Although the use of mechanical harvesters account for some of the reduction, a decrease in the acreage planted for processing tomatoes was the major cause for the decrease. Michigan growers paid roughly $490,000 to seasonal workers harvesting tomatoes in 1970.

Q. **VEGETABLE CROPS**: Cabbages, cantaloupes, carrots, fresh market cucumbers, green peppers, lettuce, onions, snap beans for fresh market and processing, summer celery, sweet corn and late summer cauliflower comprise Michigan's other major vegetable crops which are discussed here as a group. A slight decrease in the total acreage harvested was offset by a six percent increase in the yield per acre. More acres were harvested in summer lettuce, late summer onions and early fall cabbage than last year. Early fall carrots, late summer green peppers and process snap beans decreased in acreage in comparison to 1969. Total production amounted to 7,444,000 hundredweight, an increase of 4.6 percent over 1969. Onion production accounted for 31 percent of the total followed by carrots (17.6 percent), cabbage (12 percent), sweet corn (12 percent), and celery (10 percent). Michigan ranked first nationally in the production of early fall carrots and summer celery and in the top six in almost all of the above vegetable crop.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
April 15	110	100	-	-
April 30	330	330	-	-

Vegetable Crops (cont'd.)

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
May 15	1,235	875	20	340
May 31	1,990	1,120	-	870
June 15	2,135	1,020	-	1,115
June 30	2,855	1,380	-	1,475
July 15	3,710	1,470	80	2,160
July 31	3,380	1,485	-	1,895
August 15	4,370	2,080	55	2,235
August 31	5,000	2,415	130	2,455
September 15	4,350	2,325	5	2,020
September 30	3,085	2,020	25	1,040
October 15	2,050	1,475	40	535
October 31	1,000	685	20	295
November 15	355	270	-	85

The peak period of employment for seasonal workers in vegetable crop planting, cultivating, and harvest activities in 1970 reached 5,000 workers during August 16-31, 23 percent less than employed during the same period in 1969. Over $1,700,000 were paid in wages to seasonal labor engaged in vegetable crop activities.

V. AGRICULTURAL LABOR HOUSING

The emphasis on more forceful implementation for compliance with the Federal minimum housing standards in order to bring all housing up to such standards per se has created some serious problems. In evaluating the housihg facilities it was often necessary to consider over 60 different individual standards for each living unit in the camp. The standards were prepared by environmental health technicians. Necessity for opinionated judgment on some standards by persons without sufficient technical background did not help in resolving problems due to misunderstandings and for some standards such as those covering water and sanitary facilities it was necessary to obtain the knowledgeable opinion of the Department of Health, since regulatory provisions placed the responsibility on them. Also, the continuing decline during the last three years in the net income of the fruit and vegetable growers, which prevented many from obtaining required loans through conventional sources to either build, renovate, or maintain housing facilities to meet the standards per se, also did not help resolve the situation.

To meet such apparent demands, it was determined at the beginning of 1970 that a joint inspection by a representative of the Department of Public Health and our field representative would be the best approach to reach the intended goal of a common understanding. It was soon realized that this approach created new problems. First, it was not possible to easily schedule joint inspections because of conflicts in work priorities of both agencies. Secondly, the necessity of checking 60 some odd items and conditions in each living shelter and still reach the same conclusions by each inspector in order to prepare a unified inspection report required far more personnel time than originally anticipated. Such situations seriously curtailed progress of the inspection activity resulting in a backlog or orders that could not be put into clearance timely. After several joint meetings with representatives from the National and Regional Manpower Office, the Michigan Department of Public Health and elected officials, an agreement was reached to abandon the joint inspection

procedure in mid-April and accept the inspection report prepared by the Department of Public Health as prima facie evidence of the conditions of the housing facilities. Since their field staff consisted of persons with environmental health background it was felt that they could best handle the situations requiring opinionated judgment as well as the evaluation of the water and sanitary facilities. However, this did not entirely resolve the problem as allegations continued to be received that substandard conditions were being approved by the Department of Health Inspectors. It appeared that those making the allegations were not aware that all camps were not licensed. There was a significant number of complaints charging operation of an unlicensed agricultural labor camp filed with the County Justice Agencies by the Health Department on which immediate action could not be taken because of the heavy work load experienced by such agencies. Thus, very few were actually brought to trial and some of these did not even receive any local publicity. In addition, licenses were denied to 92 operators. However, some of these were issued a license at a later date upon appealing their case and meeting minimum standards after making necessary corrections.

A total of 1,881 camps with a capacity of 55,692 were licensed by Michigan Department of Public Health in 1970. This compares with 2,178 and a capacity of 63,984 adults licensed in 1969. The reduction in number of camps licensed occurred despite the fact that facilities of some large camps operated by sugar and pickle producer associations were sold and portions or individual units moved to grower's own farm which should have tended to increase the number.

Because of the poor economic situation facing the agricultural industry, Michigan's Legislature introduced and passed Act 306 of the Public Acts of 1969 allowing grants of 50 percent of the cost of new housing or improvement, up to a maximum grant of $5,000 in order to improve agricultural labor housing for migrants. Each completed project has to meet all of the State minimum housing standards before the camp operator may receive the grant. A total of $500,000 was appropriated for this purpose. 381 growers made application for grants by September 30, 1970, and the appropriation was oversubscribed by over $100,000. However, some of those who applied were not able to obtain a conventional loan for the difference in costs because the lending organization felt that the financial condition of the subscriber did not provide sufficient security for the loan. The number of new interested applicants in such grant aid is also unknown. Therefore, the true total amount of oversubscription is also unknown.

VI. EMPLOYMENT AND OPERATIONS

The increased use of mechanical harvesters was more evident this year in the asparagus, blueberry, cherry, pickle, and celery harvests. A large decrease in planted tomato acreages in the southwestern and southeastern areas of the state also reduced the amount of labor needed in harvesting the crop. This combined with the extensive use of space planting, mechanical blocking machines, and herbicides in sugar beet cultivation added to the reduction in the amount of hand labor needed during the past season. Mechanization practices by sugar beet growers were spurred by the decision of the state's largest sugar producer to end the practices of recruitment and housing arrangement for seasonal labor. Some 48 percent fewer workers were employed during the height of the cultivation of the beets this year than there were in 1969.

As a result of the sharp decrease in the amount of migrant housing available in 1970 that met the minimum standards per se, many employers sought to hire local workers or migrants housed elsewhere who did not require housing. In the fall, striking General Motors workers swelled the number of local people available for harvest work in many areas of the state. During the period of the strike, there was a reported increase of approximately 11 percent in the number of local people working in seasonal agricultural jobs.

A surplus of available labor was experienced throughout the season in virtually all areas and the situation was aggravated even more when high winds and heavy rains delayed or shortened the harvest season for several crops in which there were significant numbers of seasonal workers employed. At the same time, the disorganized farm labor movement in 1970 also resulted in a few growers not being able to find a sufficient number of workers to harvest their crops timely. However, there were no true labor shortages.

Large numbers of migrant workers were faced with periods of underemployment between sporadic intervals of employment. This contributed to the large number of emergency food orders (over 20,000) issued to migrants during the season by county departments of social services.

In addition to the seasonal effects of weather and the trend towards increased mechanization, other aspects of Michigan's farm economy also influenced the levels of agricultural employment. Many areas in this segment of the state's economy are troubled and are creating additional problems for the farm labor market. Even during the period of national economic upsurge between 1964 and 1969, the net farm income of Michigan farmers, when adjusted for the effects of inflation, remained at a generally stagnate level. During the past three years, the adjusted level of net farm income in the state has decreased. Meanwhile, the prices that farmers must pay for labor and items used in their operations have continued to increase by about 15 percent during the same three year period.

Because of the resulting price-cost squeeze, many farmers felt a greater need than ever to make capital improvements to reduce costs of production and, thereby, make operations profitable. To finance their current operations or to improve them, many growers and food processors found that they had to borrow funds in 1970's tight money market and some found that they could not get additional credit.

The effects of this are becoming distressingly evident to many farmers, food processors, and persons who make their livelihood from the food and fibre industry. An acute situation of this nature is plaguing Michigan's fruit and vegetable industry. Some long established growers and processors have fully extended their line of credit and are severely distressed in meeting their repayment schedules. It has been alleged that the industry is in a more deplorable state today than it was in the depression years of the 1930's. Food and fibre producers have asked the federal government to give them a "state of emergency" designation so that they may obtain low interest loans which would enable them to continue their operations in 1971.

With a lowering of interest rates and an easing of inflationary pressures, growers and processors may find some relief in 1971. Yet, with marketing structures for their products remaining unchanged, it is rather doubtful that the prices they receive will result in any net economic gain from farm operations. Generally, growers, processors, and their employed labor suffer from an inability to receive adequately compensatory prices for their products or labor because of marketing structures.

Future developments indicate an increase in the consolidation of Michigan fruit and vegetable farms. Part-time and small farmers in this area are finding their operations unprofitable. Larger growers will be trying to expand their operations to a point where they will be profitable through "economies of scale." Such "economies of scale" make it clear that their operations must be increasingly mechanized to reduce labor costs.

Another deterrent to growers in employing seasonal farm labor in the future is the threat of efforts at unionizing these workers. Although no specific unionization attempts have been announced, speculation among many growers and groups concerning themselves with labor problems is that 1971 may see the first significant organized effort to unionize seasonal farm workers in Michigan and could result in strike action at the peak of harvest activity. Such a threat will, no doubt, give added impetus for growers to mechanize their operations when and wherever feasible or quit growing crops needing large numbers of workers if the activities cannot be mechanized.

Even if Michigan's fruit and vegetable industry regains its profits in future years, the jobs it once provided for seasonal labor will not return. The workers who have depended upon the fruit and vegetable industry for seasonal employment are finding fewer jobs available in Michigan and, in many cases, no employment opportunities in other areas or states where they might be or once were employed in seasonal farm work. These people, if trends continue, will become the burden of public assistance unless other employment opportunities are developed to offset those lost. This year there was a 12 percent decrease reported from 1969 in the total number of persons employed at one time or another in the cultivation and harvesting of Michigan crops. A similar decrease is expected in 1971.

The total number of persons estimated to have been seasonally employed at one or more times during 1970 in the cultivation and harvesting of Michigan's crops is 99,800–down from 1969's figure of 113,500. The employment of interstate workers fell from 56,000 in 1969 to 48,800 in 1970 or a decrease of 13 percent. Approximately 43,000 local workers were employed at one time or another in seasonal agricultural labor in 1970. This is 9 percent less than 1969's figure of 47,000. The size of the intrastate work force also decreased from 10,500 persons in 1969 to 8,000 in 1970--a 24 percent decline.

The employment of seasonal labor during 1970 reached its apex towards the end of July with an estimated 51,500 reported to have been employed. This figure represents a 15 percent decline from the previous year's peak employment figure of 60,400. The apogee of non-local employment (interstate and intrastate workers) also occurred during the latter part of July with about 34,115 workers employed. This figure is 15 percent smaller than the previous year's figure of 40,350. The peak number of local people employed, occurring during the first half of July in 1970 dropped 19 percent from 22,039 in 1969 to 17,805 in 1970.

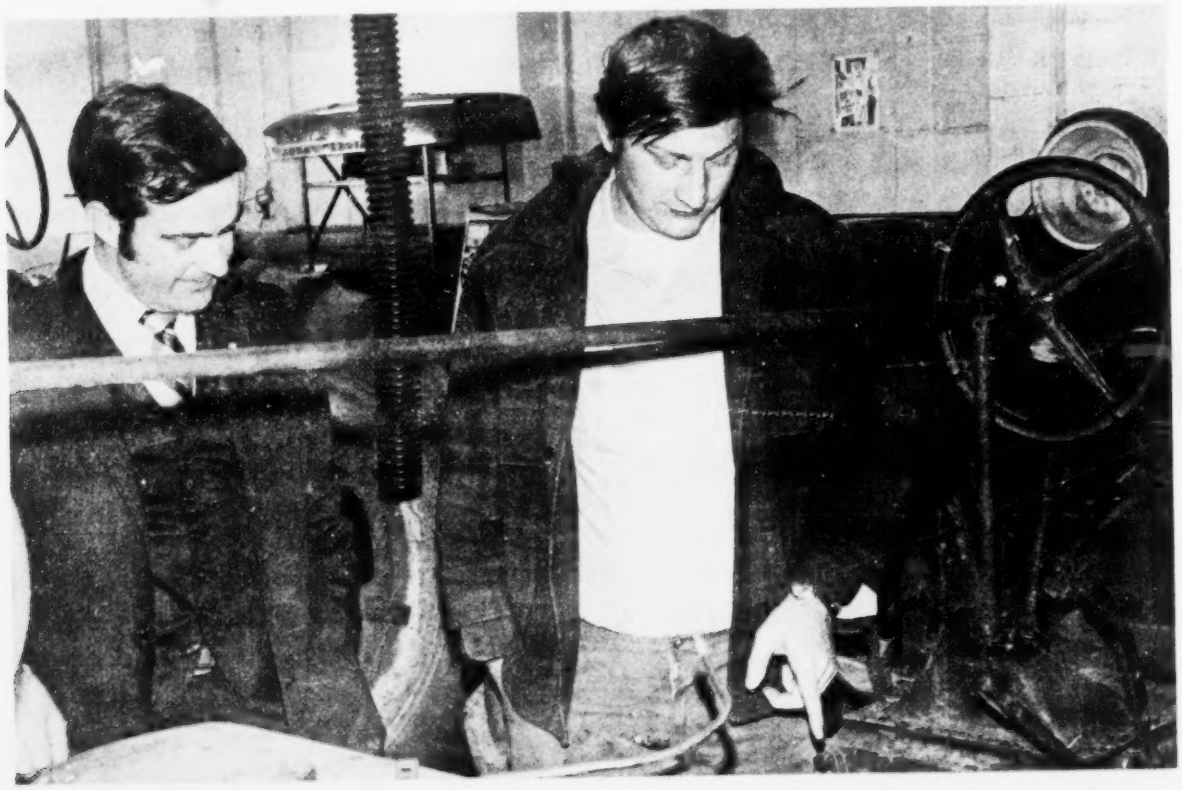
The average stay of a migrant worker in Michigan was approximately eight to ten weeks. An estimated 91 percent of the migrant laborers and their families who came into the state were originally from Texas, 6 percent were from Florida, 1.3 percent from Louisiana, and 1.7 percent from eleven other states and Puerto Rico.

Although adequate statistics are not available, there evidently was a slight increase in the number of hired, year-round agricultural labor in Michigan this year. (Persons who are hired to work on any one farm for more than a 150-day period during the course of the year are considered year-round workers.) An increase would be the first reversal of a decline in the

SEASONAL AGRICULTURAL EMPLOYMENT DURING 1970 1/

Date	Total Workers	Local Workers	Intrastate Workers	Interstate Workers
April 15	5,027	4,435	95	497
April 30	8,237	7,031	125	1,081
May 15	11,487	8,878	195	2,414
May 31	13,445	9,599	185	3,661
June 15	33,987	14,197	430	19,360
June 30	34,237	15,599	1,095	17,543
July 15	46,855	17,805	2,195	26,855
July 31	51,500	17,385	1,495	32,620
Aug. 15	37,502	16,580	593	20,329
Aug. 31	32,136	14,750	850	16,536
Sept. 15	23,586	12,730	435	10,421
Sept. 30	25,718	14,856	305	10,557
Oct. 15	21,565	13,025	385	8,155
Oct. 31	12,820	7,917	300	4,603
Nov. 15	5,535	4,703	20	812

1/ Seasonal employment figures are estimated for the last normal work day preceding the reporting date. Estimates are calculated for the period of greatest seasonal employment only (April 15th to November 15th). Peak employment occurred near July 31, when approximately 51,500 workers (Age 10-up) were employed in seasonal activities.



A GRADUATE OF THE RURAL MANPOWER SERVICE'S FARM MECHANICS TRAINING CLASS SHOWS HIS NEW EMPLOYER SOME OF THE REPAIRS MADE BY THE CLASS ON A 1936 TRACTOR.

number of such workers since 1953.

The increasing size of Michigan farms, although they be fewer in number, is apparently creating a greater need to hire additional year-round help. Too, there tends to be an increase in the type of farm operations which used to require a greater amount of labor (i.e., feed lots) in Michigan but these are also turning to mechanization to conserve costs.

VII. MECHANICAL AND TECHNOLOGICAL DEVELOPMENTS

The replacement of hired hand labor in cultivating and harvesting Michigan's crops has received increased emphasis as the cost of labor mounts at a greater rate than gross returns. Presently, such replacement has become practical in many crop activities. Even though such mechanization is practical and profitable to many growers, problems are continually encountered. Virtually all these mechanical devices are not yet able to obtain the maximum efficiency required to obtain the most from the crops in order to make them economcally sound methods of operation.

An example of this is shown in a recent study by U.S.D.A. and M.S.U. agricultural engineers in which they found that only half of the potentially usable pickles on the vines could be graded usable when they were mechanically harvested. The unusable pickles were either damaged by the machine, too small to be harvested, or had grown too large and too mature for use in processing. However, the savings gained through the reduction in harvest costs more than offset the losses in decreased gross returns.

It is believed that greater production and profits can be gained through continued refinements, and where technical difficulties prevent further mechanical advances, attention has been turned to making crops more suitable for the machines. New varieties of fruit and vegetables are being sought which will permit a greater portion to be harvested at the same time so that "once-over" harvesting with machines will result in more usable fruits or vegetables. Also, some growers are turning to the use of high density plantings to increase harvesting yields for "once-over" harvesting operations.

A reflection of this is in the work presently underway at M.S.U. to breed a new type of edible bean plant. It is being developed to result in higher yields because it can be planted in closely spaced rows making it adaptable to direct-harvest combining. The new variety is also being bred so that it will have fewer side branches, pods 5 - 6 inches above the ground, good taste and more resistant to harvest and handling damage as well as the common blight.

Developments continue in the creation of new plant varieties which have greater yields, more disease resistance, and better cultivation and harvest characteristics. Chemicals are being developed which will control disease, add nutrients, and control growth. Mechanical devices are replacing human labor. All of these innovations are helping to change the face of agriculture. Future development can also be expected to radically change its nature.

The demands which our society makes upon agriculture in supplying food may well lead to mechanical and technological developments which will make tomorrow's production of

food resemble a manufacturing operation rather than a product of nature which is cultivated and harvested by man. That this shall have profound effects upon the development of Michigan's agriculture is somewhat of a foregone conclusion. Still, it remains for us to see whether it shall ultimately enhance the quality of life for all who depend upon agriculture or not.

REPORTS OF OTHER DEVELOPMENTS FOLLOW:

A. CHEMICALS CHANGE PLANT PHYSIOLOGY

Once chemicals were limitedly used on crops as a part of practiced agronomy to control pests. Herbicides were introduced later. The role of chemicals has now expanded into a new area which has far-ranging possibilities in the methods by which crops are raised. This new frontier also uses chemicals to modify the normal physiological development in plants.

An example is CEPA, an acid which supplies additional amounts of a non-toxic ripening agent which is already naturally present to some degree in most fruit. The ripening agent, ethylene, aids the fruit in its abscission from the plant by helping to form a spongy cell layer where the stem joins the fruit. In the case of sweet cherries the chemical's effect aids the separation of the fruit from the stems to permit use of mechanical shakers in harvesting the crop with greater ease. Presently about only 25 percent of Michigan's sweet cherry crop is harvested by mechanical shakers because of the difficulty in getting the fruit to drop from the trees. But, with CEPA it is expected that this obstacle can be eliminated and harvesting done with greater speed because of the shorter period of time that it will take to shake the fruit loose from the trees. Also, CEPA has other benefits. Ripe cherries stay a uniform size and color for a period of three weeks or a week longer than normal. During field tests, cherries ripened a week earlier than normal and gave growers more time to plan and carry out the harvest. Processors prefer the treated cherries because they have better color and size.

The shape and growth of apple trees are being increasingly regulated by the use of other chemicals. Some of the benefits gained through their application are increased blooming, firmer fruit, and tree limbs which grow in a manner that creates more fruit bearing areas on the trees. Although no projections can yet be made as to what the full impact of such chemicals will be, they are expected to result in greater productivity from fewer man-hours of labor.

B. FOAM FIGHTS FROST

Agrifoam, which looks like a king-sized layer of shaving cream spread along the ground, is a new product that can be used to protect strawberry and other low lying row plants from frost. Once the foam is applied atop the rows of plants, they are insulated from freezing temperature until the foam gradually evaporates the next day from the sun and air. The foam, manufactured by a Canadian company which has produced the type of foam used in fire fighting, differs from fire-fighting foams in two ways. First, Agrifoam is made from a protein base instead of an inorganic one. Limited testing has shown that this has beneficial side effects for the plants because the foam breaks down into nitrogen as it dissolves. Second, the agrucultural foam contains less water so that it

will not dissipate before the threat of frost is over. The frostproofing foam was first tested in the United States early last spring. Should the product work well, undoubtably it will help many Michigan growers with their battles with early spring or late fall frosts.

C. WORK UNDERWAY ON PEACH HARVESTERS

Work on the development of a commercially practical mechanical peach harvesting machine is well underway at two southern universities. The development program at the University of Georgia is centered around a design which uses a catching frame and hand held vibrator shakers. The problem of harvesting the peaches without bruising them was solved by placing wedge-shaped pieces of polyurethane foam glued to metal strips set at opposing angles to form cups on the conveyor which catch and carry the fruit into a padded trough. The only remaining problem to be solved with the set-up is that of spillage. The prototype being developed at Clemson University straddles the rows of peach trees. Of no small size, it is 18 feet wide, 18 feet long, and has a 12-foot clearance plus its own power unit and bin carrier. It uses a catching surface of 2 inches of polyurethane foam covered by nylon-reinforced plastic. Decelerator strips are used only over the conveyor which is constructed of rods covered with rubber. The unit can harvest about a tree a minute and can be adapted for pruning and spraying work during other times of the year.

D. MECHANICAL GRAPE HARVESTERS USAGE INCREASES

In 1968 when the first mechanical grape harvester was commercially introduced in Michigan's vineyards, it was a novel sight to see the huge, steel behemoth chug along as it straddled the trellises. This year there were 30 machines in use and they harvested approximately 70 percent of the concord grape crop in the southwest corner of the state. They are becoming a more common sight each fall. Out of a total of 14,610 acres of grapes in southwestern Michigan, 10,500 acres were reported to have been mechanically harvested in 1970. Area grape growers think that about 90 percent of their crop will be machine harvested in 1971. It is estimated that these harvesters eliminated 1,500 hand picking jobs in 1970. The expensive vineyard monsters cost from $25,000 to $30,000 apiece. Some are owned by growers with large acreages but most are owned by grower cooperatives whose members' vineyards are too small to warrant their purchasing a machine of their own. The success of these mechanical harvesters was indicated this last season by one of these cooperatives which operated 20 of the machines, many of them new.

E. NEW METHOD OF TOMATO HANDLING INCREASES EFFICIENCY

A new method of handling tomatoes headed for fresh markets has been developed by two southwestern Michigan growers who estimate that they have increased the efficiency of their packing operations from 25 to 30 percent with it. The new process uses a dumper which turns over ten-bushel bulk boxes brought in from the field into a water bath. Reduced are the number of tomatoes which were bruised in the dry dumping method formerly used. Also, the water dump helps to cool the vegetable and removes excess field dirt and trash in the wash tank. Water current carries the tomatoes to a conveyor which moves them on to the grading and packing operations. Believed by its owners to be the only water dumper for tomatoes in the Midwest, the device cost $9.000 and was built by a local firm.

F. DEVELOPMENT OF A NEW TART CHERRY VARIETY

M.S.U.'s South Haven Experimental Station will be the focal point of an effort to create new tart cherry varieties by researchers this coming year. The program hopes to be able to relieve Michigan growers from their dependence on the Montmorency tart variety. The project orchard will be located on a five-acre plot across the street from the peach breeding station which has already received wide acclaim for the new peach varieties developed there. At least 16 types of tart cherries, including Early Richmond, English Morrello, Montmorency, in addition to others will be planted in the new plot. Also, researchers will travel to Europe to contact cherry breeders and root stock researchers there besides acquiring European dwarf scion varieties and ones which are resistant to leaf spot.

VIII. PUBLIC AND HUMAN RELATIONS

A significant percentage of migrant farm workers coming into an area without job commitments make a Farm Labor Office their first stop so that they may more easily locate work and housing. Because such local offices are located in areas of intense agricultural activity, they have long served as ideal locations for the dissemination of information about the area which is of interest to migrant workers and their families.

Because job referral is only one of several factors to be considered in placement of seasonal agricultural workers, Farm Labor Specialists have spent much time in arrangements to meet people's needs as a whole. With this year's disorderly seasonal farm labor movement, many migrant workers were unemployed or underemployed and in need of supportive services as well as manpower services. Farm Placement Specialists were faced with an increased number of inquiries from persons coming to their offices seeking information as to how they could receive such supportive aid. During the year Farm Placement Specialists made 1,108 referrals of individuals or groups to the specific local agencies which were best equipped to handle their needs. Many of these required very close and personal action to achieve relief. Although such service has been given by Farm Placement Specialists in the past, 1970 found a greater amount of their time spent with such referral services (see related material in Administration Section).

A reoccurring problem this year which was caused by the dramatic cutback in migrant housing, was finding someone to provide living quarters for families coming into an area with no arrangements as to where they would live (see related material in Housing Section). This and other problems involving food, clothing, and medical referral services became a greater part of the Farm Labor Specialist's work in addition to his job referral and development activities.

Coordination of services offered by various agencies is a method of improving human relations. By Executive order the Governor created local Area Councils on Migrant Affairs in 1970 which are designed to develop inter-agency cooperation and coordination to insure effective governmental services to migrant citizens at the "gross roots" level. As a public agency involved with providing full employment services to migrants, representatives of the Farm Labor and Rural Manpower Service joined with representatives of other concerned agencies and with migrants and former migrants under the direction of the Michigan Office of Economic Opportunity to form the local Area Councils. The councils have been formed

in agricultural areas of the state where migrant labor was found in significant numbers. These local councils were usually organized on a county-wide basis.

Recognizing that governmental services were often being made available to migrant people by various public agencies without the inter-agency unity necessary to provide meaningful results, the Area Councils sought to open communications channels which would help coordinate the services of the member agencies to these citizens in a more effective manner. Typical of the effectiveness sought was the development of methods to improve the assistance given to people wanting to settle out of the migrant stream. It was known that though permanent employment or vocational training might be arranged for the working members of a migrant family by the Farm Labor and Rural Manpower Service, they often were unable to avail themselves of the service because they were unable to find suitable low income housing within reasonable proximity to the work or training. In other situations, migrant families have found a maze of complications arising to confront them in their valid requests for social services to aid them in their period of transition between leaving the migrant stream and becoming established residents in a community. Families would return to the migrant stream after becoming discouraged by the seemingly impossible problems involved in settling-out. Through cooperation and coordination of services, the representatives of the Farm Labor and Rural Manpower Service and other public agencies are striving to eliminate unnecessary complications which act as barriers to their providing effective services to migrant citizens.

A. COMMUNITY COOPERATION BRINGS COMMUNITY BENEFITS

Development of cooperative efforts on a community wide basis does improve public relations and services. The job recruitment activities for the strawberry and potato harvests in Michigan's Upper Peninsula are part of a well developed program which has received the cooperation of area growers, schools, and various business units. Because there are no migrant workers in the Upper Peninsula, recruitment efforts center around the employment of school-age youth. The program starts in mid-spring with Farm Labor personnel visiting numerous high schools to take applications from students who wish summer farm employment. Next, the applications are matched with growers' job orders, car pools are arranged, and referrals made to growers. As the harvest activity begins, area businesses donate newspaper display ads telling workers where and when to report for final referral action. Similar ads and news announcements are donated by area radio and television stations. The youth, area farmers, and the community are the benefactors in their cooperative effort.

B. ELIMINATING LANGUAGE AND DISTANCE BARRIERS

During the peak of the 1970 pickle harvest a small Indian family crew from Quebec traveled to the thumb area from northern Michigan's cherry orchards to pick cucumbers. When they contacted the area Farm Labor Office to learn how to get to their new employer's farm it was evident that they were troubled by a problem which they could not explain in the few words of English that they knew. He did find out that they could speak French fluently. Knowing that there was a problem and wanting to help, the Farm Placement Specialist who met them sought to find a way to surmount the communications barrier. After making inquiries to people in the community he located a resident who spoke French fluently. The man gladly offered his assistance and agreed to meet with the Farm Placement Specialist and the family the next morning. At the meeting it was learned that the family had never worked picking pickles before and had left their last job thinking that they were going to another job picking cherries. They

had no idea of how much they were going to be paid for picking, the various sizes or grades of pickles, nor which size was worth the most money. This was all thoroughly explained to them in their native tongue, and they were quite relieved by the answers to their questions.

C. PROVIDING A CHANCE TO MAKE IT

A lad age 16 and a school drop-out, sought out one of the Farm Labor & Rural Manpower Service offices last summer to seek assistance in finding employment after he had not been able to find any on his own. After the initial interview he was referred to the MESC's counseling section where he completed a battery of aptitude tests. The test results indicated that he had a strong aptitude for mechanics. With the assistance of Farm Labor & Rural Manpower Service personnel he was enrolled in the Farm Power Equipment Mechanic school under the Manpower Development Training act. Because of the youth's size (over 6 feet in height), mature appearance, and his general stature, the normal minimum age requirement for the program of 18 was waived, and the youth enrolled in the course albeit without the training allowance that would have been allotted him had he been 18 or older. It was then found that the youth was under the jurisdiction of the juvenile court. A meeting between Farm Labor & Rural Manpower Service personnel and officers of the juvenile court disclosed that the youth's home life was intolerable, and that at age 16 he was forced to support himself. The court recommended that he live elsewhere than with his parents. In light of the new disclosures Farm Labor & Rural Manpower Service personnel submitted a letter to MDTA administrators which was accompanied by letters from the juvenile court and the youth's father stating that the youth was self-supporting. This enabled the youth to start collecting the training allowance under the provisions of the MDTA program in addition to over $300 in back allowance. The youth has remained with the program, has done well with the course of study, and is on his way to becoming a good mechanic. His juvenile court officer has stated that the program has done more than anything he was able to suggest in correcting the situation which previously offered little hope of a satisfactory outcome.

D. STICKING WITH JOB DEVELOPMENT

A young man of 22 years came to one of the Rural Manpower offices for assistance in locating work. He was married and was expecting any day to become a father for the first time. His car provided very undependable transportation and was one of the reasons for his losing his job with his former employer. The local Rural Manpower specialist contacted many area employers in an effort to develop a job for the young man but had no apparent success. The young man was referred to the county Department of Social Services to apply for direct relief but was informed by the department that an applicant for such relief had to be unemployed for 30 days before the case would be considered. The Rural Manpower specialist continued his efforts to help the young man and contacted an Administrator of the Task Force Program for the county which was a division of the area's O.E.O. program. After an interview with the young man by the Administrator, the young man was accepted for a job in the O.E.O. Mainstream program with the Department of Natural Resources, State of Michigan. On the day he was to report for work with the Conservation Department, though, the young man called the Rural Manpower Office and reported he would be unable to keep his appointment because of car trouble. A Farm Placement Specialist traveled to the man's home and transported him to his new job. Later the specialist assisted in setting up transportation for him. At last report the young man was doing well at his new work and quite popular with his supervisor. He has applied for the Department of Natural Resources Department's on-the-job training program and is expected to start with it once he finished the O.E.O. Mainstream program.